Annual Report of the Faculty Affirmative Action Officer
2015-2016

This was my third and last year as FAAO. It was another busy year.

- I consulted with the Chairs of the Search Committees for the six full-time tenure track hires this year: Chemistry; English, Political Science, Psychology, Sociology, and a joint Women and Gender's Study/Sociology position.

- I gathered statistics on the applicant pool and outcomes of the six tenure track searches. Of the total of 539 applicants for all six positions who identified race/ethnicity, 116 (22%) were people of color. (See attached chart). Two of the six departments brought one or more people of color to campus for in-person interviews. One department did make an offer to person of color but that person turned down our job offer. Unfortunately, not one of our six tenure track hires is a person of color.

- I compiled the available statistics on the diversity of the faculty using information provided by Human Resources. Twenty-one percent (21%) of the full-time faculty who identify their race/ethnicity are people of color. If we include those faculty members who do not disclose their identity, 19.4% of the faculty are people of color. This is a little more than a 1% increase from last year.) In terms of gender, of the 139 faculty members, 68 identify as female and 61 identify as male. Please see the attached graphs.

- I met with new faculty members at one of their orientation meetings with Associate Provost Sean Christian to explain the role of the FAAO.
- I offered to meet with each of the untenured faculty who were up for reappointment.

- I offered to meet with each of the chairs of the departments of untenured faculty members who were up for contract renewal.

- I served on the Council for Inclusion and Diversity (CID).

- In my role as FAAO, I worked with the faculty group preparing an all-day faculty workshop on diversity: “Building Community Together” that will occur in August.

- I wrote a report that I sent to the Tenure Committee before their deliberations in December, in which I reviewed the recent research findings about the efficacy of using student teaching evaluations as a measure of the quality of the instructor's teaching ability, especially for minority and female faculty members.

- I sent the report to all department chairs on the efficacy of using student teaching evaluations as measures of the quality of the instructor's teaching ability, so departments would be aware of these concerns when they conduct the annual reviews of untenured faculty members.

- I have raised the question of whether the college needs a Chief Diversity Officer or a Faculty Diversity Officer (FDO) in the Provost's Office, whose duties would include those of the FAAO, and would serve as an expert on diversity and pedagogical issues. The FDO could offer workshops and faculty development on the inclusion of diversity issues in our courses. I discussed the idea of an FDO with the Provost, with the chair of the Provost Advisory Committee and the idea of a Faculty Diversity
Officer was raised at AAUP. These discussions have been postponed until our new Provost joins us.

- I consulted with four faculty members on confidential matters. This resulted in over fifteen meetings with individual faculty members, the Provost, and the Director of Human Resources. In the process I identified a number of areas that need to be addressed. (See below.)

**Areas for Future Consideration**

1. The current FAAO description does not talk about handling faculty complaints or meeting with any faculty member who feels that he or she is the victim of some sort of discrimination, but that has been something that previous FAAOs and I have done. The job description for FAAO in legislation should clarify this.

2. We do not have an official process in place for a faculty member to register a formal complaint about perceived discrimination. Staff members go to Human Resources and have a formal process. But there is not a similar process in place for faculty members. We need an official process for faculty members to file a formal complaint about perceived discrimination. It seems logical that such a complaint would be filed with the Provost or with a Faculty Diversity Officer who is a member of the Provost’s staff.

3. Staff members who leave the college have exit interviews conducted by Human Resources. The Provost’s Office does not have a process in place for exit interviews for faculty members. Given the importance of, not only hiring, but maintaining, a diverse faculty, it would be important to look into why faculty of color may leave Wheaton. These interviews could be conducted by the Provost or by a FDO who is also an Associate Provost.

4. As a faculty, we have discussed the need for workshops and training for faculty on diversity issues. This would include workshops on how faculty members can infuse diversity issues in
course content. We also need workshops on how we handle discussions about diversity issues as they arise in class discussions. This is beyond the scope of a FAAO and it would seem to best be served by the Provost’s Office, perhaps by an FDO who may be an Associate Provost.

Respectfully submitted,

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Faculty Affirmative Action Officer
% of Applicants of Color in 2015/2016 Tenure Track Searches

- Chemistry: 25
- Sociology: 28
- Psychology: 20
- Political Science: 22
- English: 14
- WGS/WI: 20